



## Equality Screening Matrix

Statement of Intent. The Council intends to screen its policies, in accordance with Paragraphs 5 and 6 of the Equality Scheme, to determine which would require a fuller equality analysis in the form of an impact assessment.

### Part 1: Policy Scoping

The first stage of the screening process involves scoping the policy or policy area. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step-by-step basis.

You should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Please complete equality screening by answering questions 1-27 below.

### Information about the policy

1. Name of the policy or policy area:

Performance Improvement Plan Year 2: Continuous Improvement 2024-2028 01  
April 2025 – 31 March 2026

2. Is this an existing, revised or a new policy/policy area?

Existing	Revised	New
	X	

3. Brief Description

Each year, under Part 12 of the Local Government Act (Northern Ireland) 2014, the Council must develop a Performance Improvement Plan (PIP) to support continuous improvement in service delivery. The Performance Improvement Plan Year 3: Continuous Improvement 2024–2028 covers the period 1 April 2026 to 31 March 2027 and builds on progress achieved in Year 1 (2024/25) and Year 2 (2025/26).

The Performance Improvement Objectives (IOs) included in this screening form the core of the 2026-2027 PIP and align with the Council's Corporate Plan 2024–2028 and the Community Plan. The four key priorities guiding these objectives are:

1. Climate Action
2. People & Communities
3. Shared Prosperity
4. One Council

For Year 3, the Council has retained the four overarching Improvement Objectives established in Year 1 to maintain focus and support long-term positive change:

- Prioritise progressing the Council towards Net Zero.
- Work in partnership to tackle disadvantage and improve access to opportunities.
- Work in partnership to achieve a more inclusive economy and promote shared prosperity.
- Innovate and advance governance and digital capabilities to improve service quality, effectiveness and efficiency.

These objectives are supported by 12 improvement actions to ensure continued progress and measurable outcomes. Retaining the IOs for 2026-2027 provides consistency, enables completion of ongoing initiatives and supports tracking progress against long-term strategic goals.

#### 4. What is it trying to achieve? (intended aims and outcomes)

The aim of the Council's Performance Improvement Plan is to outline how the Council will fulfil its statutory duty to demonstrate continuous improvement against identified objectives. It sets out actions to achieve progress on four overarching Improvement Objectives and 12 related improvement actions. By maintaining a consistent approach, the Council can ensure the efficient use of resources, enhance service delivery, and support long-term community wellbeing, economic development, and environmental sustainability. This continuity also allows the Council to refine ongoing initiatives, leverage established partnerships, and respond effectively to evolving local needs while aligning with regional NI Executive priorities, particularly when funding streams become available.

5. Are there any Section 75 categories which might be expected to benefit from the intended policy?

Section 75 categories include:

- Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- Men and women generally
- Persons with a disability and persons without
- Persons with dependents and persons without.

YES	NO	N/A
X		

If YES, explain how:

The Performance Improvement Plan (PIP) 2026-2027 is designed to benefit all residents within the district, including individuals and groups protected under Section 75 of the Northern Ireland Act 1998. The plan's objectives and associated improvement actions promote fairness, inclusion, and equal access to services, ensuring that no group is disadvantaged.

The Performance Improvement Plan (PIP) 2026-2027 outlines a range of actions intended to improve service delivery, community wellbeing, environmental sustainability and economic development across the district. As the actions are designed to benefit residents, businesses and service users across the Council area, it is anticipated that a number of Section 75 groups may benefit from the implementation of the plan.

Several actions within the PIP specifically support groups who may experience barriers to participation or disadvantage. For example:

- Persons with a disability may benefit from initiatives to increase participation in physical activity, including support for local clubs to provide inclusive opportunities and targeted outreach programmes. Improvements in digital connectivity and service delivery may also improve accessibility to Council services.
- Men and women generally, and particularly women and girls, may benefit from actions aimed at promoting positive attitudes and behaviours to end violence against women and girls, including community initiatives, research and support for local organisations.
- Persons with dependents may benefit from actions aimed at addressing poverty and improving access to advice and support services, as well as employment and skills programmes designed to support access to quality jobs.
- Persons of different racial groups and religious beliefs may benefit from inclusive community initiatives, Labour Market Partnership programmes and improved access to Council services that are designed to be accessible to all residents.
- Persons of different ages, including young people and older people, may benefit from increased opportunities for participation in physical activity programmes, employment and skills initiatives, and improved digital access to Council services.

Overall, the actions within the Performance Improvement Plan are intended to improve outcomes for the wider community and therefore have the potential to provide positive impacts across a number of Section 75 categories.

Additionally, the Council collects equality monitoring information during the public consultation process to assess the reach of engagement efforts and ensure that all Section 75 groups have the opportunity to participate and provide feedback. This continuous monitoring will help refine services, address potential inequalities, and strengthen community engagement

6. Who initiated or wrote the policy?

(Directoriate and Service Area)

The Strategic Planning and Performance Team in conjunction with the four Council Directorates. The Performance Improvement Plan Year 3: Continuous Improvement 2024-2028 is approved by the Council's Corporate Leadership Team in advance of publication.

7. Who owns and who implements each element of the policy?

Council Service Areas, led by Heads of Service / Lead Officers, are responsible for the implementation of the actions, acting in partnership with other bona fide groups/ organisations where appropriate.

**Implementation factors**

8. Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

YES	NO	N/A
X		

If YES, are they:

- Lack of financial resources or reductions in government funding may impact on the Council's ability to successfully implement the Plan for some of the identified improvement objectives. Budget constraints could affect the scale, timing or delivery of certain programmes, particularly those requiring external investment or ongoing operational funding. In addition, some initiatives included within the Plan, such as the continued delivery of the Integrated Advice Partnership Fund and programmes delivered through the Labour Market Partnership and Go Succeed, are subject to external funding. At the time of publication, funding for these initiatives has not yet been confirmed, which may impact on the extent to which these actions can be delivered.
- Legislative: N/A
- Other – Please specify
- Operational / Capacity: The successful delivery of the Plan will depend on the availability of staff resources, competing priorities or resource pressures may affect the pace of delivery.
- Unforeseen circumstances such as public health issues, environmental events or changes in government policy priorities may also affect the Council's ability to fully deliver all elements of the Performance Improvement Plan within the planned timeframe.
- Global conflict and political instability may affect international energy prices, which could increase cost-of-living pressures and impact levels of poverty.

### **Main stakeholders affected**

9. Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

**Service users:**

All residents, business owners and visitors to the Fermanagh and Omagh District who use or benefit from Council services. This includes households accessing waste and recycling services, residents participating in physical activity and wellbeing programmes, individuals accessing advice and poverty support services, jobseekers participating in employability programmes, entrepreneurs accessing business support, and residents using Council customer services including digital services.

**Other public sector organisations:**

This policy will involve collaboration with a range of public sector organisations with which the Council interacts.

**Voluntary/community/trade unions:**

The Council works with a wide range of community and voluntary organisations within the district, as well as regional networks and representative bodies, particularly in the delivery of programmes relating to poverty support, health and wellbeing and community development. Trade unions may also have an interest in relation to workforce initiatives.

**Other, please specify:**

Elected Members

Council staff

Partner organisations involved in community planning and economic initiatives.

**Other policies with a bearing on this policy**

10. What are they and who owns them (Directorate / Service Area)?

The Performance Improvement Plan sits within a corporate planning framework, which guides our strategic planning process and service delivery arrangements. Whilst this plan focuses mainly on Performance Improvement Objectives, we are still seeking to bring about improvements in other areas of service delivery. Planned improvements in our day-to-day business are set out in our other Council strategies/plans and Departmental Business Plans as outlined within the PIP 2026-2027.

**Available evidence**

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

11. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

Data from NI Census 2021 unless otherwise stated. Please add any evidence specific to your policy.

<b>Section 75 Category</b>	<b>Details of Evidence/Information</b>
Religious Belief	<p>The most up-to-date population statistics indicate that the profile of the District is:</p> <ul style="list-style-type: none"> <li>• 61.15% identifying as ‘Roman Catholic’.</li> <li>• 28.75% identifying as ‘Protestant or other Christian’ religion.</li> <li>• 10.10% identified as ‘No Religion/Other’.</li> </ul> <p>The most recent Equality Monitoring Process of Council employees demonstrated those responding identified as:</p> <ul style="list-style-type: none"> <li>• 58% - ‘Roman Catholic’.</li> <li>• 35% - ‘Protestant’.</li> <li>• 7% - ‘No Religion/Other’</li> </ul>
Political Opinion	<p>The current political opinion of the Council’s elected members is as follows:</p> <p>Sinn Féin: 21  UUP: 7  DUP: 6  SDLP: 3  Alliance Party: 2  Independent: 1</p> <p>This breakdown is taken as an approximate representation of the political opinion among people within the Fermanagh and Omagh District Council area.</p>
Race	<p>Within the Fermanagh and Omagh District, 98.29% of the local population identifies as ‘White’.</p> <p>1.71% of the local population identifies as ‘Other’.</p> <p>The District is becoming more diverse, with approximately 5.17% of the local population being born outside of the UK and Ireland. There are also approximately 4,427 people whose first language is not English.</p> <p>Monitoring statistics for Council employees broadly reflects this, with 99.6% identifying as ‘White’ and 0.4% identifying as ‘Other’.</p>
Disability	<p>Statistics demonstrate that within the Fermanagh and Omagh District, 23.94% of the population identifies as having a long-term health problem or disability that limits their day-to-day activities, split as follows:</p>

- Long-term health problem or disability (Day-to-day activities limited a lot): 12,841 people.
- Long-term health problem or disability (Day-to-day activities limited a little): 15,126 people.
- Long-term health problem or disability (Day-to-day activities not limited): 88,845

In the recent FODC Residents Survey, 86% self-reported their health to be either 'good' or 'very good'.

The two most common health issues are hypertension and obesity – affecting 141 and 124 (respectively) patients out of every 1,000 patients receiving treatment from their G.P.

Childhood obesity is estimated at 6% for P1 children, rising to 8% for P7 children.

Age

The Age Profile of the Fermanagh and Omagh District is as follows:

<b>Age Band</b>	<b>Number of Individuals within each Age Band</b>	<b>District Percentage (%)</b>
0-16	24,779	21.23
16-29	17,954	15.37
30-44	21,892	18.74
45-59	23,457	20.08
60-74	19,453	16.65
75+	9,256	7.92

The Fermanagh and Omagh District population has an ageing profile. Currently, approximately 18% of the population is aged 65 years or older – and this is projected to increase to 22% by 2030.

Conversely, the number of children (15 years and younger) and the number of 'working age people' (16-64 years) are projected to fall.

Marital Status	<p>The Marital Status statistics for the Fermanagh and Omagh District are:</p> <table border="1" data-bbox="618 275 1271 575"> <thead> <tr> <th>Marital Status</th> <th>District Profile (%)</th> </tr> </thead> <tbody> <tr> <td>Divorced</td> <td>4.92</td> </tr> <tr> <td>Single</td> <td>35.81</td> </tr> <tr> <td>Married</td> <td>49.14</td> </tr> <tr> <td>Separated</td> <td>3.44</td> </tr> <tr> <td>Widowed</td> <td>6.55</td> </tr> <tr> <td>Same-sex Civil Partnership</td> <td>0.14</td> </tr> </tbody> </table>	Marital Status	District Profile (%)	Divorced	4.92	Single	35.81	Married	49.14	Separated	3.44	Widowed	6.55	Same-sex Civil Partnership	0.14				
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Gender	<p>The Fermanagh and Omagh District is comprised of the following Gender breakdown:</p> <ul style="list-style-type: none"> <li>• Male: 49.93%</li> <li>• Female: 50.07%</li> </ul>																		
Dependency	<p>Adult Dependents: Within the Fermanagh and Omagh District, 11.02% of the population identified as providing unpaid care to a family, friend or neighbour.</p> <p>Children:</p> <ul style="list-style-type: none"> <li>• Families in households with no dependent children: 32,179 families.</li> <li>• Families in households with one dependent child: 4,666 families.</li> <li>• Families in households with two dependent children: 5,068 families.</li> </ul> <p>Families in households with three or more dependent children: 3,880 families.</p>																		

## **Needs, experiences and priorities**

12. Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories.

<b>Section 75 Category</b>	<b>Details of Needs/Experiences/Priorities</b>
Religious Belief	People from different religious backgrounds may have differing community experiences and priorities. It is important that Council services, community programmes and engagement activities are inclusive, accessible and delivered in a way that promotes good relations and equality of opportunity across all communities within the district.
Political Opinion	People of differing political opinions should have equal opportunity to access Council services and participate in initiatives. Transparency, fairness and inclusive engagement are important to ensure that Council programmes and services are delivered in a way that benefits all residents.
Race	Although the district population is predominantly White, the area is becoming increasingly diverse. People from minority ethnic backgrounds or those whose first language is not English may experience barriers in accessing services, employment opportunities or community activities. Accessible information and inclusive engagement can help ensure services and programmes are available to all.
Disability	A significant proportion of the population lives with a long-term health condition or disability. People with disabilities may face barriers in accessing services, employment opportunities, digital services and community activities. Accessible facilities, inclusive programme design and targeted initiatives (such as inclusive physical activity opportunities) are important priorities
Age	The district has an ageing population while the number of younger people is projected to decline. Different age groups may have varying needs in relation to employment opportunities, health and wellbeing programmes, digital access and community participation. Ensuring services are accessible and relevant to both younger and older residents is important
Marital Status	People of different marital statuses may have varying financial, caring and social circumstances. Council services and initiatives, including employment support, community programmes and advice services, should be accessible to individuals regardless of marital status
Sexual Orientation	People of different sexual orientations may have differing experiences in accessing services and participating in community life. Ensuring Council services and initiatives are inclusive and welcoming helps promote equality of opportunity and participation

<b>Section 75 Category</b>	<b>Details of Needs/Experiences/Priorities</b>
Gender	Men and women may experience different social and economic challenges. For example, women may be disproportionately affected by issues such as gender-based violence or caring responsibilities. Initiatives addressing violence against women and girls, employment opportunities and community wellbeing are therefore important priorities.
Dependency	Individuals with dependents, including parents and carers, may face additional challenges relating to employment, financial pressures and access to services. Support initiatives relating to poverty, employability, community programmes and accessible services may be particularly relevant for those with caring responsibilities.

## Part 2: Screening Questions

### Introduction

1. If the conclusion is **none** in respect of all of the Section 75 categories then you may decide to screen the policy out. If a policy is 'screened out', you should give details of the reasons for the decision taken.
2. If the conclusion is **major** in respect of one or more of the Section 75 categories, then consideration should be given to subjecting the policy to an EQIA.
3. If the conclusion is **minor** in respect of one or more of the Section 75 categories, then consideration should still be given to proceeding with an EQIA, or to measures to mitigate the adverse impact; or an alternative policy.

### In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and hence it would be appropriate to conduct an EQIA;
- c) Potential equality and/or good relations impacts (without prejudice to the equality of opportunity duty) are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns among affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

### In favour of 'minor' impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;

- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

**In favour of none**

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the earlier evidence, consider and comment on the likely impact on equality of opportunity / good relations for those affected by this policy, by applying the following screening questions and the impact on the group i.e. minor, major or none.

**Screening questions**

<b>13. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 categories? Minor/Major/None</b>		
<b>Section 75 Category</b>	<b>Details of Policy Impact</b>	<b>Level of Impact? Minor/Major/None</b>
Religious Belief	No adverse impact is anticipated on any Section 75 Category. There is the potential for minor positive impacts particularly for persons with a disability, persons with dependents, women and girls, people experiencing poverty and those who may face barriers to employment or participation in community life.	Minor
Political Opinion		
Race		
Disability		
Age		
Marital Status		
Sexual Orientation	This Plan has been developed with the needs of residents, businesses and visitors in mind. It is informed by ongoing partnership working through the Fermanagh and Omagh 2030 Community Plan, the Council Corporate Plan 'Our Council, Our Plan' 2024–2028, and engagement with key stakeholders and partner organisations.	
Gender		
Dependency		
	The actions within the Performance Improvement Plan aim to improve environmental sustainability, economic opportunity, community wellbeing and the	

accessibility of Council services across the district.

Direct positive outcomes may include:

- Improving environmental sustainability through actions to enhance energy efficiency across the Council estate, reduce emissions from the Council fleet and promote more sustainable waste management and recycling practices.
- Encouraging positive environmental behavioural change and supporting the transition to more sustainable approaches to energy use, resource management and climate action.
- Supporting individuals and families experiencing poverty through advice services, partnership working and targeted interventions aimed at those most in need.
- Strengthening collaboration between support organisations and improving referral pathways to ensure residents can access appropriate advice and assistance.
- Increasing participation in physical activity by providing inclusive opportunities for people with disabilities.
- Supporting initiatives aimed at promoting positive attitudes and behaviours to end violence against women and girls, including partnership working, community awareness and policy development.
- Supporting local economic development through the implementation of the Sub-Regional Economic Action Plan.
- Providing support for entrepreneurs and small businesses.
- Creating opportunities for individuals who are furthest from the labour market to access skills development, employability support and pathways to sustainable employment.

	<ul style="list-style-type: none"> <li>• Enhancing customer service delivery through the development of a Council-wide Customer Service Transformation Strateg.</li> <li>• Improving digital infrastructure and connectivity across Council facilities to support the delivery of more efficient, accessible and responsive services for residents.</li> <li>• Strengthening internal organisational processes through improved digital systems and workforce development to support the effective delivery of services to the community.</li> </ul> <p>Overall, the Performance Improvement Plan is intended to deliver improvements that benefit the wider community and support a more sustainable, inclusive and economically resilient district.</p>	
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<b>14. Are there opportunities to better promote equality of opportunity for people within any of the Section 75 categories?</b>		
<b>Section 75 Category</b>	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious Belief		<p>The screening process has not identified any additional opportunities at this stage to better promote equality of opportunity beyond those already included within the Performance Improvement Plan 2026–2027.</p> <p>There is the potential for a positive impact for disability, gender, age, dependency and race through actions aimed at supporting people experiencing poverty, increasing participation in physical activity among targeted groups (including people with disabilities), supporting those furthest from the labour market to access employment opportunities, and promoting positive attitudes to end violence against women and girls.</p> <p>Equality considerations will continue to be taken into account during the implementation and monitoring of the Plan.</p>
Political Opinion		
Race		
Disability		
Age		
Marital Status		
Sexual Orientation		
Gender		
Dependency		

**15. Are there opportunities, without prejudice to the equality of opportunity duty, to better promote good relations between people of different religious belief, political opinion or racial group?**

<b>Good relations category</b>	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious Belief Political Opinion Race		<p>The Performance Improvement Plan 2026-2027 provides opportunities to promote good relations between people of different religious beliefs, political opinions and racial groups, while ensure that equality of opportunity remains a priority.</p> <p>Through the extensive work to develop and implement the Fermanagh and Omagh 2030 Community Plan and the Council's Corporate Plan 'Our Council, Our Plan' 2024–2028. Citizens will have had the opportunity to contribute to the development to this strategy and how successes will be monitored and measured. In addition, a dedicated public consultation on the draft Improvement Objectives for 2026–2027 was undertaken from 19 February 2026 to 15 April 2026, providing residents and stakeholders with the opportunity to contribute to the development of the Plan.</p> <p>By embedding these approaches within the Performance Improvement Plan 2026–2027, the Council can effectively enhance community engagement and inclusion. Actions within the Plan relating to community wellbeing, physical activity programmes, economic development initiatives and partnership working provide opportunities for people from different backgrounds to participate in shared activities and initiatives.</p>

## Additional considerations

### 16. Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

YES	NO	N/A
	X	

If yes, please provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

17. Is there an opportunity to better promote positive attitudes towards people with disabilities by altering the policy or working with others in government or the wider community?

YES	NO	N/A
X		

Please explain your answer:

The Performance Improvement Plan 2026–2027 includes actions that promote inclusive participation and accessibility, particularly through initiatives to increase participation in physical activity among targeted groups, including people with disabilities. By working in partnership with local clubs, community organisations and other stakeholders, the Council can help create more inclusive opportunities and raise awareness of the importance of accessibility and participation for people with disabilities. These actions may help promote more positive attitudes and greater inclusion within the wider community.

18. Is there an opportunity to encourage people with disabilities to participate in public life by altering the policy or working with others in government or the wider community?

YES	NO	N/A
X		

The Performance Improvement Plan 2026–2027 includes actions that support greater participation of people with disabilities in community life, such as initiatives to increase participation in physical activity among targeted groups and the delivery of accessible community programmes. In addition, a public consultation on the draft Improvement Objectives for 2026–2027 was undertaken from 19 February 2026 to 15 April 2026, providing residents, including people with disabilities, with the opportunity to help shape the development of the Plan. By working in partnership with local clubs, community organisations and other stakeholders, the Council can help reduce barriers to participation and encourage greater involvement of people with disabilities in public and community life.

### Part 3: Screening Decision

19. In light of your answers to the previous questions, do you feel that the policy should:

(please indicate one decision, by striking through the others)

A) Not be subject to an EQIA (with no mitigating measures required)

~~B) Not be subject to an EQIA (with mitigating measures /alternative policies)~~

~~C) Be subject to an EQIA~~

20. If 'A' or 'B' (i.e. not be subject to an EQIA), please provide details of the reasons why:

Following screening, it is not anticipated that the Performance Improvement Plan 2026–2027 will have an adverse impact on any Section 75 categories. The Plan outlines improvement actions aimed at benefiting the wider community and enhancing service delivery, environmental sustainability, economic development and community wellbeing across the district.

The screening identified the potential for minor positive impacts for some groups, particularly in relation to disability, age, gender, race and dependency, through actions such as increasing participation in physical activity among targeted groups, supporting individuals experiencing poverty, promoting positive attitudes to end violence against women and girls, and supporting those furthest from the labour market to access employment opportunities.

The Plan has also been informed by partnership working and a public consultation process undertaken between 19 February 2026 and 15 April 2026.

As no adverse impacts have been identified, it is considered appropriate that the policy is not subject to a full Equality Impact Assessment at this stage, with equality considerations continuing to be taken into account during implementation and monitoring.

21. If 'B' (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

22. In light of these revisions, is there a need to re-screen the revised/alternative policy at a future date?

YES	NO	N/A
		X

23. If 'C' (i.e. to conduct an EQIA), please provide details of the reasons:

N/A

## Timetabling and Prioritising EQIA

24. If 'C' is the policy affected by timetables established by other relevant public authorities?

YES	NO	N/A
		N/A

If YES, please provide details:

25. If 'C' please answer the following questions to determine priority for timetabling the EQIA. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for EQIA.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	N/A
Social need	N/A
N/AEffect on people's daily lives	N/A
Relevance to a public authority's functions	N/A

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA:

N/A

26. Any further comments on the screening process and any subsequent actions?

N/A

## Part 4: Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development. You should consider the guidance contained in the

Commission's Monitoring Guidance for Use by Public Authorities (July 2007). The Commission recommends that where the policy has been amended or an alternative policy introduced, then you should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

27. Please detail proposed monitoring arrangements below, such as policy reviews and reporting:

We will gather information throughout 2026-2027 in relation to how we are performing against the four Improvement Objectives identified.

Bi-annual progress reports on Improvement Objectives will be presented to the Council's Corporate Leadership Team and, subsequently, to the Regeneration and Communities Committee with independent scrutiny provided through the Audit Panel. Directors will monitor progress on a monthly basis with Heads of Service through Directorate Plans.

By 30th September each year the Council will produce and publish an Annual Performance Report which will set out a self-assessment of its performance over the previous financial year.

**Part 5: Approval and Authorisation**

Screened by:	Position/Job Title	Date
Kim Weir	Strategic Planning and Performance Manager	
<b>Approved by:</b> Head of Service		02/06/2026
Alan Mitchell	Lead Officer – Data Science and Intelligence   Strategic Planning and Performance (interim)	